



# General

## ADM, CLK, CLT, MGMT, SUP, TI

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	San Bernardino Public Employees Association-Teamsters Local 1932		
Contract Date	2015-2019		
Health and Welfare			
Benefit Level	Full Time (61 - 80 hours)		
Medical Premium Subsidy (MPS) Hired or entering the unit BEFORE June 28, 2014	Blue Shield Signature HMO Employee Only		\$194.90
	Blue Shield PPO Employee Only		\$230.25
	Kaiser Permanente HMO Employee Only		\$230.25
	Employee + 1 (All Plans)		\$334.57
	Employee + 2 (All Plans)		\$473.43
Medical Premium Subsidy (MPS) Hired or entering the unit AFTER June 28, 2014	Employee Only	\$194.90	
	Employee + 1	\$334.57	
	Employee + 2	\$473.43	
Dental Premium Subsidy (DPS)	Up to \$9.46		
Medical Opt-Out	Before 7/23/05	\$133.85	
	After 7/23/05	\$40.00	
Medical Waive	Before 7/23/05	\$190.00	
	After 7/23/05	\$40.00	
Vision	Employer Paid for Employee Only Coverage		
Life Insurance - Employer Paid	ADM, MGMT: \$50,000; SUP, TI: \$35,000 CLK, CLT: \$20,000		
Voluntary Term Life	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000		
Voluntary AD&D	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000		
Leave Provisions			
Vacation	80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year		
Sick	3.39 hours/pay period		
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)		
Holiday	13 + 1 floating/year		
Annual	SUP only – 40 hours/year, no cash-out option (use it or lose it)		
Administrative	MGMT only – 80 hours/year, w/cash-out option SUP only – 40 hours/year, w/cash-out option		
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours Perfect Attendance Leave		
Retirement			
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55		
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67		

Retirement - Other	
<b>457(b)</b> Eligible to enroll at any time	Eligible after one year of continuous service in a regular position County matching contribution ½ times employee contribution, up to ½%
<b>Retirement Medical Trust Fund – Sick Leave Conversion</b>	Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).
<b>Retirement Medical Trust Fund – County Contribution</b>	<u>County Contribution, based on continuous years of service:</u> 10-14 years = 1.00% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.50% of bi-weekly base salary
Other	
<b>529 Education Savings Plan</b>	Eligible
<b>Annual Tuition Reimbursement</b>	Funds/Amounts depend on bargaining unit
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Flexible Spending Account (FSA)</b>	Annual maximum contribution of \$2,600
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
<b>Short Term Disability</b>	55% up to \$1,173/week

**The County provides Premium Subsidies biweekly to help off-set the cost of your medical and dental premiums.**

**Hired After June 28, 2014**

**Example #1:** An Accountant I elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$250.96 (combined cost of premiums)
- \$194.90 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 46.60 (biweekly out-of-pocket cost)**

**Example #2:** An Internal Auditor II elects Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage.

- \$898.55 (combined cost of premiums)
- \$473.43 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$415.66 (biweekly out-of-pocket cost)**